

Healthy U @ Work

October 2019

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 Franciscan
WORKING Well

Healthy Boundaries

While it is important to get along with others, sometimes kindness will only take you so far. If you are uncomfortable with what others ask of you or how they treat you, creating healthy boundaries that make sense for you and communicating them to family, friends, neighbors, or co-workers can reduce stress and even improve your relationships. Boundaries help establish the kind of person you wish to be with others, as well as enabling them to respect your limits and better understand what is meaningful to you.

Boundaries are a part of self-care. They are healthy, normal and necessary. – Doreen Virtue

To establish personal boundaries, first think about which social circumstances bring you joy and which ones bring on added stress. Are you the sort who doesn't mind a houseful of guests or when people "drop by" unannounced? If so, let your friends and family know that they're always welcome. Likewise, if you like your privacy or prefer to plan ahead, tell your loved ones you'd appreciate they scheduled something with you before "dropping in." Your friends will be happy to oblige—after all, that's why they're your friends.

But what about other types of boundaries? Your time is valuable and limited, so establish priorities for it. Don't accept every invitation. Spend time how you want and with who you want—be that friends, family, or alone. Saying "yes" to please everyone isn't realistic and can add undue stress.

The same goes for your money. Take charge and spend it your way. If a social outing or work event is too costly, say so. Have the confidence to politely decline. It's okay to say "no, thank you" when your co-worker asks you to order from their child's fundraiser. If a friend always wants to go out, suggest getting together for a hike or talking over a cup of coffee at home.

Whatever boundaries you wish to establish, communicate them with a sense of respect for yourself and kindness to others. As long as you are clear and polite, others are likely to be supportive—even if they don't feel the same way.





Putting an End to Bullying

If the word bully makes you think of a schoolyard tyrant, it's time to expand your definition. Unfortunately, bullying behavior continues after elementary school and is more than laying claim to a lunch or a swing.

Today's children are faced with more ways for someone to bully them. Not only can bullying happen in the school and on the playground, children and teens can experience cyberbullying--bullying through instant messaging and social media. In fact, a 2017 study found that about 15% of teens said they had experienced cyberbullying in the past 12 months.

But what is bullying? And how is it different from other types of conflict?

Bullying:

- Is an aggressive behavior from someone who is in some position of power: physically bigger, older, more popular, perhaps in some position of authority (club president, supervisor, boss, etc.).
- Is repetitive, occurring more than once or twice.
- Often targets those who are somehow different from the majority (possibly race, ethnicity, sexual orientation, or even personal interests).
- Can include threats of physical violence, name calling, and threatening of reputation.

Adults can be bullied, too, although it's often more subtle. Abusive employers, for example, bully workers with threats related to jobs, promotions, or opportunities. Repeated instances of such behavior are especially likely to be bullying.

So, what is someone to do if he or she feels bullied?

- Physical bullying, especially that risks bodily harm, should be reported to the appropriate authority right away and then to the police, if the situation continues.

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Produce of the Month Pumpkin

Known for Jack-O-Lanterns and pie, the pumpkin is a nutrition powerhouse! A member of the gourd family, pumpkins are low in calories and are an excellent source of Vitamin A, associated with a reduced risk of cancer and improved heart health.

The Basics: Choose a smaller pumpkin for cooking or baking, usually between 4 and 8 pounds. Many are available in your local farmers market or grocery store and are often labeled "edible." Choose one that doesn't have any soft spots or obvious bruising. It is okay if the outer surface of the pumpkin is a dull orange: as pumpkins age, the color of the shell begins to fade, but the inside gets sweeter. To use, wash the outside of the pumpkin with a vegetable brush before cooking.

Try This: To bake your pumpkin, cut in half and remove the seeds and stringy flesh. (You can toast the seeds for a healthy snack later!) Place both halves cut side down on a baking sheet lined with parchment paper and bake in 375°F oven for about one hour and 15 minutes or until soft. Your cooked pumpkin can be scraped from the shell after it cools a little and then used in a number of recipes. Add to chili, bran muffins, grits, quiche and more. Puree your cooled pumpkin, combine with parmesan cheese, and little mozzarella (1 part pumpkin, .5 part parmesan and .5 part mozzarella) and make your own pumpkin ravioli with a homemade pasta sheet or wonton skins!

The Facts: One cup of pumpkin has approximately 30 calories, 0 grams fat, and 200% recommended Vitamin A.

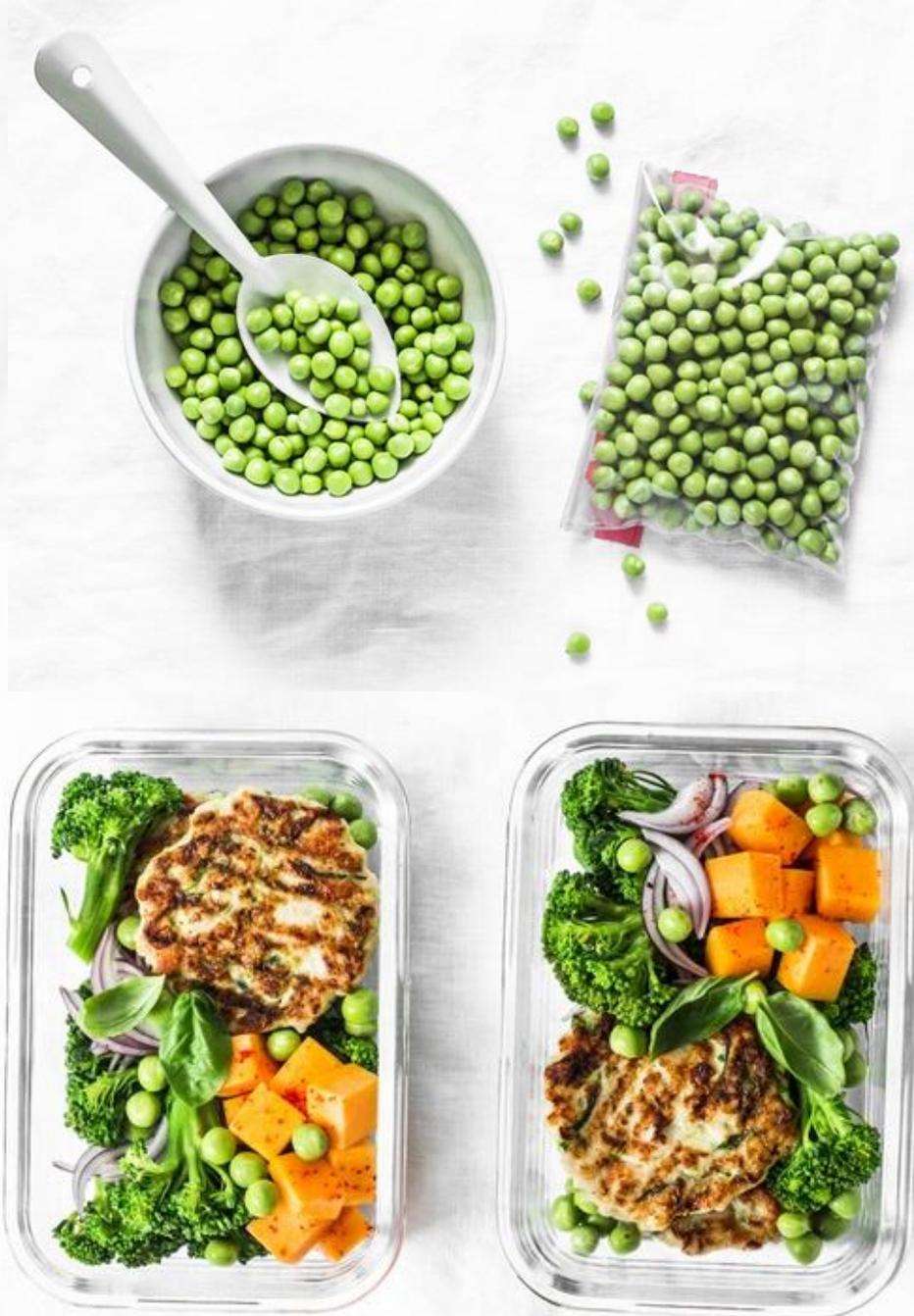
Frozen Veggies Make Healthy Eating Easier

We are all busy, and finding time to prepare healthy meals can be a challenge. Practicing weekly meal planning and incorporating frozen vegetables can help you eat healthier, more easily:

- Frozen vegetables help to maintain the nutritional value of the vegetables compared to canning.
- Frozen vegetables are affordable and available in nearly every grocery store.
- Seasonal vegetables are available year-round!
- You can enjoy the amount you want and put the rest back into the freezer.
- Since they're frozen, you can keep ample stock of every variety without worrying about spoilage.

Try including frozen vegetables in your meal plan. Make a weekly menu, one that takes into account you and your family's schedule. You'll have the satisfaction of eating healthier, as well as more time in the evenings to relax.

- Consider adding a few handfuls of frozen veggies to every dish. It's a great, convenient way to increase your vegetable intake.
- Buy a rotisserie chicken and place single servings in Tupperware along with frozen vegetables, olive oil, and your favorite seasonings.
- Thaw frozen vegetables like peas, corn or edamame to add variety to salads.
- For the best results, take care to avoid overcooking frozen vegetables. When using a crock pot or instant pot, either add the frozen veggies near the end or cook them separately and combine before serving.



Healthy Housework

No time to work out? Too much to do around the house? That's okay! Combine the two. Housework and yard work can burn plenty of calories:

- ☑ Tidy up for 30 minutes and burn 100 calories. Carry things up and down stairs for a higher calorie burn!
- ☑ Vacuum for a half hour to burn about 100 calories.
- ☑ Clean windows to burn about 300 calories in an hour.
- ☑ One last mow for the season? Burn about 303 calories an hour.
- ☑ Clean up your planting beds for 165 calories in 30 minutes.

Working out - at the gym, on the treadmill, outside - is great for you. But if you have a busy week, remember - just keep moving! Get your chores done and enjoy a clean house, tidy yard, and a strong body!



Putting an End to Bullying

Continued from page 2

- Do not go online or try to fight back on social media or through text. Block the person's number or social media account on your phone or profile.
- Keep a written record of actions that are unethical or harmful – the date of each interaction, what happened, where it happened, and who else might have been around. If you are a victim of bullying at work, discuss your concerns with Human Resources.
- If you are a victim of bullying and feel sad, anxious, or depressed, find a local certified counselor or other mental health service. For any adult who is feeling helpless, hopeless, or thinking of suicide, CALL the National Suicide Prevention Lifeline at 1-800-273-TALK.
- The STOMP Out Bullying HelpChat Line offers a free and confidential online chat that helps youth ages 13-24 with issues around bullying or cyberbullying; as well as provide support to youths who may be at risk of suicide.

No matter what, recognize that bullying behavior is hurtful but doesn't in any way reflect on you or your worth. Bullies live to make others feel worthless. Don't let a bully take away any of the activities you enjoy or keep you from people who value you for who you are.



Q:

Hi Erin. I'm 65 years old and have been dealing with a bad hip for the last few years. The doctor says I am in need of a hip replacement but it is up to me when I decide to do it. I would like to postpone it for as long as I can. Do you have any tips or suggestions on what I should do? Any help would be appreciated.

Gwen H.

A:

Hello Gwen. Thank you for reaching out. I've worked with a lot of individuals both before and after having a hip replacement. The following ideas can help your body prepare for the surgery as well as help provide for quick recovery afterward.

Seeing a physical therapist would be a great place to start. They can give you targeted at-home exercises and stretches to help you strengthen your hips and legs. Your doctor can write you a referral if you need one.

You could also look for an experienced personal trainer to work with you on your prescribed exercises and other movements to help you build strength. While your lower body is the priority, you definitely need to incorporate activities that strengthen your upper body to help get you up and around while you heal from your surgery. I want to emphasize the importance of working with a personal trainer who has experience working with individuals before and after hip replacements.

In addition to working with a therapist or trainer, there are several things you can do on your own to help prepare your body for a hip replacement.

- Walking and doing exercises in a pool is a great low-impact way to strengthen your body without straining your joints. If your fitness center doesn't have a pool, look to see if there is a community pool in your area.
- On another note, cleaning up your diet and losing a few pounds (if you have weight to lose) can help reduce stress on your joints, which can both help delay surgery and help you recover.

Dedicated to your success,

Erin M Long, B.S., NSCA-CPT

Smart Strategies to Successfully Deal with A Difficult Boss

October 16th is National Boss Day. Hopefully, you will all be able to participate with the tradition of taking time to thank your boss for being kind and fair throughout the year.

Unfortunately, some employees are not thankful, and according to TalentSmart (2019), research indicates that significant percentages of US workers describe their bosses as follows:

- Self-oriented (60%)
- Stubborn (49%)
- Overly demanding (43%)
- Impulsive (41%)
- Interruptive (39%)

In fact, a DDI study found that 64% of managers admit that they need to work on their management skills. According to Business Insider (2017), one Gallup study found that “50% of employees left their job to get away from their manager.”



What can be done? **Manage up!** You might be able to help your boss be the best version of his or herself.

1. **Examine your interpretation of your boss' behavior.** Is there a reason for his or her behavior? Are you expecting too much from him or her? Can you identify his/her motivation for behaving the way they do? Are they enforcing a written policy that you do not agree with?
2. **Don't let it affect your work.** Choose to focus on the primary reason why you are doing your job and showcase your abilities with discipline. Setting boundaries and staying one step ahead will be beneficial with a “micro-manager.”
3. **Communication strategies and figuring out how to communicate with your boss will help.** Simply rephrasing what the boss said gives him or her a chance to expound or just feel heard. If he/she is providing “constructive criticism” in general, you can ask for specifics. Example: “Help me understand what you mean by poor performance.” “Can you provide me with a specific example so it can help me improve my performance?”
4. **Don't assume just because he or she is your boss, they know everything.** Please remember he or she is human and has stressors just like you and me. Although, this may not justify a negative behavior, you might find it easier to tolerate if you are able to reframe the behavior.
5. **Do not publicly display your frustrations in the work environment.** Negativity will breed negativity. Channel your negative energy in a positive direction; be there for your co-worker; say positive words to co-workers; and reaffirming words to yourself.

Need Help with a Difficult Boss?
Call 219-662-3730 or 1-800-747-7262

EAP Webinar on Smart Strategies to Successfully Deal with A Difficult Boss and Fitness Mistakes That Can Sabotage Your Workouts October 16.

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*Some amenities may vary by location.

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